



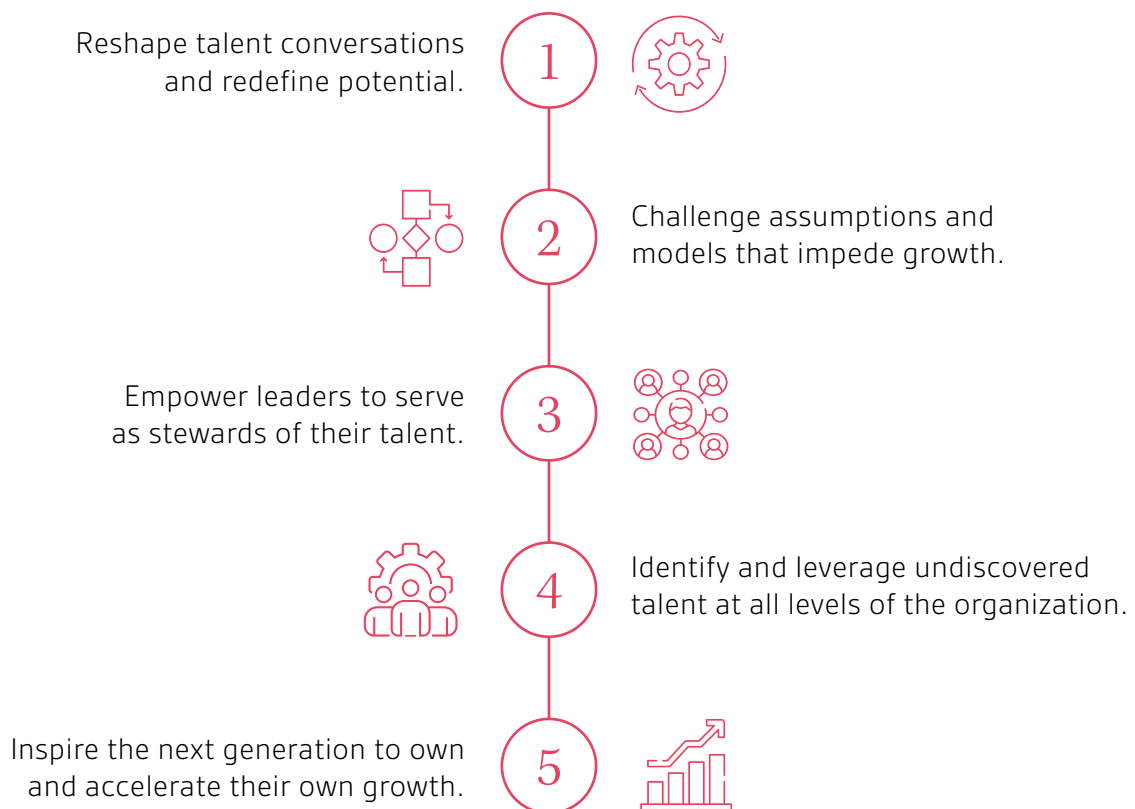
# Leadership Assessment

Create reliable, future-oriented succession plans with comprehensive views of your talent.

# High-Impact Results

With four tiers of assessment to align with your investment and strategic goals, we can measure precisely how prepared your leaders are to undertake more responsibility and tackle critical challenges. Our assessments offer candid and predictive insights into where leaders stand today and what is required for them to optimize performance and scale to bigger roles in the future.

RHR: Building well-led organizations by advancing current and future generations of enterprise leaders.



# Our Approach

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RHR's assessments are grounded in the essential capabilities that most differentiate leaders who thrive in broad, complex, enterprise-level roles. Our leadership model, Readiness for Scale<sup>SM</sup> (RFS), supports the growth of current and future senior leaders by identifying and developing leaders to perform in the most challenging environments in your company.

## Leading Business

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Seeing the Whole

Making Systems  
Decisions

Leading the Future

## Leading People

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Focusing the Enterprise

Influencing with Power

Creating Shared Values

## Leading Self

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Reasoning with Agility

Thriving in High Stakes

Knowing Yourself

In addition to these universally critical capabilities, we partner with our clients to define what makes leadership unique here, now. These criteria allow us to answer your most specific and contextual questions while benchmarking to global standards.

# Our Tools

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With the ability to scale up and scale down to meet your specific needs, we tailor our assessment approach to align with your goals. Our core set of tools includes:

- ▶ Benchmarked psychometric
- ▶ Structured behavioral interviews
- ▶ Stakeholder feedback
- ▶ Online business simulations





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“Insightful and actionable personal development assessment delivered in an open, honest and transparent way.”



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# Succession Insights

Succession Insights is an advanced technology platform that synthesizes your internal data, alongside RHR's objective insights, and compiles it for real-time planning and decision-making.



## Individual Insights

Bringing together a focus on individual, team, and organizational performance to support the success of your most critical leaders.



## Role Insights

Accelerating the path to high performance through clear goals, curated support mechanisms, and timely course corrections.



## Group Insights

Accelerating the path to high performance through clear goals, curated support mechanisms, and timely course corrections.

## Use Succession Insights to:



Bring together disperse data sources for an integrated view of your talent.



Interact with data to encourage a holistic view of leaders and challenge biases and assumptions.



Flag critical talent areas to keep your succession discussions focused on the areas that matter most.



Leverage the power of advanced analytics to create reliable, future-oriented succession plans.

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“The rigour with which our talent has been assessed by the RHR team offers us an objective foundation upon which we can support our leaders in strengthening and building their leadership competence. As a result of our partnership with RHR, our leaders will be better prepared, personally and professionally, to tackle the opportunities and challenges ahead.”



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# Why Work With RHR?

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RHR uses the combined power of technology, behavioral science, and leadership expertise to help you build robust pipelines of enterprise leaders. We operate on the principle that assessments should enhance internal insights, not replace them. High-impact

assessment supports the evolution of your talent and enables you to make robust decisions that future-proof your business.

Ready for next-generation insights?  
Get in touch today.







We shape leaders,  
leaders shape **the world.**

